



San Francisco Bay Area Federal Executive Board

News Update -- February 2006

OPM Chief Addresses FEB at February Meeting

At the February 23 policy committee meeting of the San Francisco Bay Area Federal Executive Board (FEB), the special guest was Office of Personnel Management (OPM) Director Linda Springer. Nominated by President Bush to her current position last March and approved by the Senate in June,



OPM Director Linda Springer

Springer was in San Francisco as part of a west coast swing touring OPM facilities and visiting FEBs. She commented on some of the following topics:

On an aging federal workforce: “Trends indicate the federal retirement peak will be in the years 2008 to 2010. We have to start getting ready for this now and know

where to find the people who will replace our retirees. Is there a way we can still retain the experience and wisdom of older workers? Even if they’re retirement-eligible, some would like to continue to work. Can we be flexible and reduce working hours per week for these people? These are some of the challenges we face.”

On career patterns: “This is a way of looking at employees and their relationship with the federal government. To have long-tenured people on the payroll is great and very commendable. But the reality today is that the younger workforce wants something different with more flexibility. People don’t want to stay put for 30 years. We have to be prepared to offer telework, job sharing and irregular schedules. We have to position ourselves to make things work for people who may want a job with the federal government.”

On being a manager and managing change:

“How well are our managers trained to adapt to a changing workforce that doesn’t require everyone to physically be in one location all the time? We’ll need managers who are open to this trend but who can still oversee goals that are measurable. They’ll also have to know the right type of service delivery. Ultimately, are we going to be smart about the changes or be left behind? I have to make sure the federal government has an effective workforce.”

Local 2005 CFC Sets Record

With final numbers in, the Greater San Francisco Bay Area Combined Federal Campaign (CFC) – the annual charitable fund raiser among federal employees, postal workers and military members – raised \$4,411,106 in the fall of 2005. That total is a whopping 20 percent higher than 2004, despite such 2005 disasters as Katrina, Wilma and the tsunami that devastated parts of southeast Asia in late 2004.

“When you consider the other disasters that received so much attention and sympathy, I’m amazed at the generosity and the tremendous level of commitment shown by those who donated funds and volunteered their time to make the 2005 CFC so successful,” noted Joan Ehrlich, director of the U.S. Equal Employment Opportunity Commission in San Francisco and the CFC chair the past two years. “Our 2005 theme was ‘Be a Super Hero’ and we had plenty of heroes in our campaign.”

Oakland IRS Manager Cathy Dunlap will serve as the 2006 CFC chair. At the February 23 FEB policy committee meeting, she told a roomful of Bay Area federal executives that she’ll need more CFC loaned executives for the fall campaign.

“Each agency should consider providing one loaned executive this year,” said Dunlap. “Loaned executives are vital for a successful campaign. There will always be reasons to donate to CFC, whether it’s a hurricane, a tsunami or simply people in need. Loaned executives are key to the giving process.”